

# Mediation --- A valuable tool for EO practitioners

EOA Symposium 2001  
“Raising the Bar - Embracing  
Diversity”

# Start from the beginning...

- Sources of conflict
- Impact of conflict
- Consequences of not resolving conflict



# Methods to resolve conflict

- Formal: OPNAVINST 5354.1E - Navy EO Policy
- Informal:
  - NAVPERS 15620 - red, yellow, green zones
  - SECNAVINST 5800.13 - ADR
  - DoD Directive 5145.5 - Alternative Dispute Resolution (ADR)

# What is Mediation ?

*Intervention in a dispute or negotiation by an acceptable, neutral third party, who has no decision-making authority.*

**Objective** - assist parties to voluntarily reach acceptable resolution of issues in dispute.

# When is Mediation used?

- “maximum extent practicable”
- “Every conflict..., regardless of subject matter, is potential candidate for ADR”
- civilians - discipline, EO, labor/management
- military - relationship & communication

# Why use Mediation?

- Participants “own” resolution
- Resolution achieved much quicker
- Less expensive
- Maintains working relationships

# *The Bar*



**Buy in / Timely / Expense / Relationships**

Disintegration

Mediation

Conflict

Difference

Embraced/valued

**Diversity**



# The Mediation Process

- Introduction
- Uninterrupted Time
- Dialogue
- Brainstorming
- Writing the Agreement
- Closing

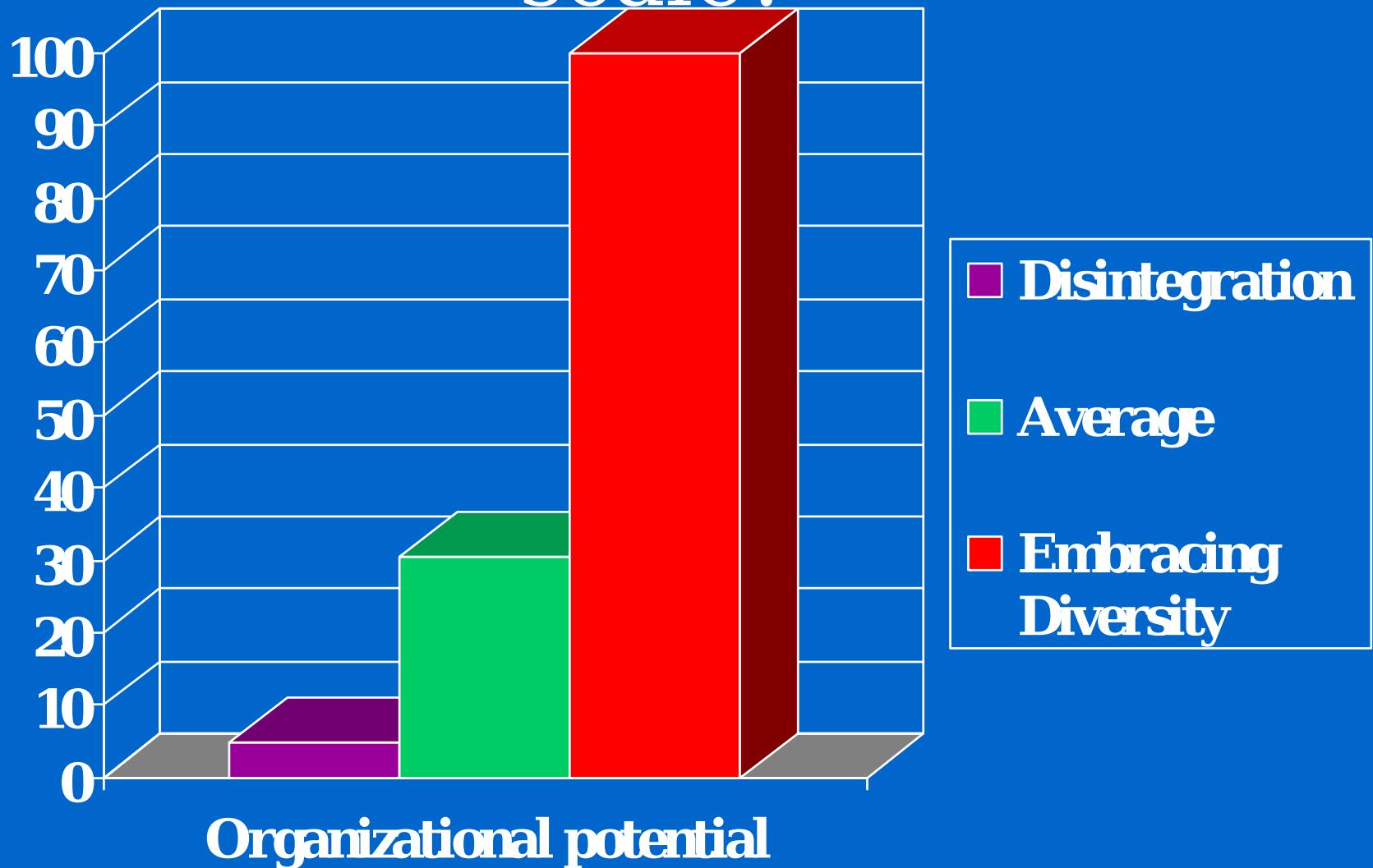


# Mediation Training

- Certification required
- Training sources:
  - DEOMI
  - Justice Center of Atlanta

**J. Doe**  
**Mediat**  
**or**  
**2001**

# Where is your organization on the scale?



**For more  
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